

# JUST EMPLOYMENT POLICY



## PROJECT DESCRIPTION

A formal just employment policy will be adopted that applies to employees as well as contract workers. The hope is to form a sense of community within Villanova and promote a positive work environment for all.

## PROJECT UPDATES

N/A

## PROJECT OUTCOMES

- A formal policy is adopted by appropriate governing bodies.
- The formal policy is publicized on the Villanova website.

## AFFECTED METRICS



Metric	Metric Description	2021 Key Result
1.1	Proportion of employees, including student employees, that earn below a living wage (at least 125% of the MIT calculator living wage for 1 adult with 0 dependents).	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
1.2	Minimum hourly earnings (lowest pay band) of employees disaggregated by full time, part time, and students.	
2.1	Prevalence of moderate or severe food insecurity in the university population, based on the Food Insecurity Index.	Reduce food insecurity for Villanova students to no more than 10%.
5.3	Proportion of seats held by women in leadership positions on the President's cabinet, council of deans, and provost council.	Empower women to pursue leadership positions. Ensure diverse applicant pools (hiring bias).
8.1	Annual growth rate of total revenue per employed person (\$/full time employee equivalent).	Maintain current revenue growth rate.

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## AFFECTED METRICS (CONTINUED)



Metric	Metric Description	2021 Key Result
8.2	Minimum hourly earnings (lowest pay band) of employees disaggregated by undergraduate and graduate students, part time, and full time.	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
8.3	Largest percent difference in attrition rates between genders and races for each job grouping.	
8.4	Recordable injury rate. (OSHA)	
10.1	Proportion of employees, including student employees, that earn below a living wage. (\$12.64/hr for 1 adult)	Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
10.2	The average diversity level of new hires for each job grouping hired on a five-year rolling basis.	Require all five colleges to comply with guidelines set out in "Hiring for Villanova's Future".
10.3	Proportion of minority members in leadership positions on the President's cabinet, council of deans, and council of provosts.	